

## State Human Resources Function Overview

### Vision

- **Develop an HR strategy to attract, develop, reward, retain, and motivate employees.**
  1. Develop standards/processes/policies that support the HR strategy which cut across the agencies, council of state, and universities to leverage resources, create efficiencies, and create alignment to improve customer service.
  2. Task OSP to implement a structure to deliver cost effective HR Services to the state – Centralized and De-centralized. Create a dotted line reporting relationship to the State Personnel Director.
  3. Task OSP to recommend a compensation system/process that rewards employees for their performance and contribution to the organizations success in conjunction with the Office of State Budget Management. We will need funding to complete this review and recommendation.
  4. Streamline the grievance process to give employees quicker resolution to their grievances. State Personnel Commission role would be modified to support the changes in process.
  5. Leverage technology to enable the organization to move things faster and more efficiently. We will need to continue to fund these technology initiatives in conjunction with the CIO.
  6. Consider other G.S. 126 State Personnel Act articles for HR best practices that enable the state to be more competitive with attracting, developing, rewarding, retaining, and motivating employees.
  7. Rename OSP to the Department of State Human Resources, elevate to Secretary level reporting directly to the Governor to recognize the focus and value to the employees of the State.
  8. Brand the state as the employer supported by agencies, council of state, and universities branding.

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